EXHIBIT P

From: Jane Doe

Date: Tuesday, September 6, 2022 at 11:47 AM

To: GHess@co.schuylkill.pa.us <GHess@co.schuylkill.pa.us>, aevans@feplawyers.com

<aevans@feplawyers.com>

Subject: Fwd:

Commissioner Hess,

I understand on Wednesday's PAR I am listed for a vote on my resignation. I am no way resigning my position. Please see my below email which was sent to Schuylkill County's newest HR Director. I have received no response. I also have received no correspondence from my supervisors regarding what work I may and should complete.

It is clear that the county's decision, as many before this, against the four Jane Does is motivated by nothing other than animus for continued opposition and reporting of the unlawful behavior of county employees. As such, I renew my opposition to this decision as it is clear retaliation for the filing of the EEOC and subsequent sexual harassment lawsuit.

Please let me know if you have any questions or concerns.

Thank You Jane Doe

AGENDA - COMMISSIONERS' WORK SESSION WEDNESDAY, SEPTEMBER 7, 2022 - 10:00 AM

THE PUBLIC MAY JOIN TODAY'S MEETING THROUGH ZOOM (NO VIDEO)

PHONE: 1 - 301 - 715 - 8592; MEETING ID: 820 4652 0390 #; PASSCODE: 816619

IF NOT ATTENDING IN PERSON, WRITTEN PUBLIC COMMENTS MUST BE RECEIVED BY 3:00 PM ON THE DAY BEFORE THE MEETING TO: public comments@co.schuvlkill.pa.us

PUBLIC COMMENTS, SUBMITTED IN WRITING, WILL ONLY BE READ DURING ITEM # 2 AND # 15, THE PUBLIC COMMENT PORTIONS OF THE AGENDA.

1. REPORT OF EXECUTIVE SESSIONS HELD

PUBLIC COMMENT - PERTAINING TO AGENDA ITEMS ONLY 2. IF YOU ARE NOT ATTENDING IN PERSON. TO PARTICIPATE. PUBLIC COMMENTS MUST BE RECEIVED IN WRITING BY 3:00 PM THE DAY BEFORE THE MEETING.

CARL RUMBEL - CHILDREN & YOUTH 3.

- APPROVAL TO ENTER INTO PURCHASE OF SERVICE AGREEMENTS WITH THE FOLLOWING FIVE (5) PROVIDERS FOR THE TERM JULY 1, 2022 TO JUNE 30, 2023:
 - KEYSTONE ADOLESCENT CENTER, INC., GREENVILLE, PA, FOR RESIDENTIAL PLACEMENT SERVICES: SPECIALIZED SETTING PROGRAM AT \$275.00 PER DIEM; SPECIALIZED INTENSIVE AT \$375.00 PER DIEM; SHELTER AT \$205.00 PER DIEM; AND FOR 45-90 DAY RESIDENTIAL DIAGNOSTIC PROGRAM SERVICES AT A PER UNIT COST OF \$1,950.00.
 - COMMUNITY OPTIONS, INC., PRINCETON, NJ, FOR DUALLY LICENSED RESIDENTIAL PLACEMENT SERVICES FOR INDIVIDUALS WITH A DEVELOPMENTAL DISABILITY OR AUTISM AT A PER DIEM RATE OF \$632.00.
 - KIDSPEACE NATIONAL CENTERS, INC., SCHNECKSVILLE, PA, FOR RESIDENTIAL, DIAGNOSTIC, AND SHELTER PLACEMENT SERVICES AT \$397.49 PER DIEM; FOR FOSTER CARE SERVICES: REGULAR AGE 0-9 AT \$72.84 PER DIEM, REGULAR AGE 10-18 AT \$77.84 PER DIEM, SPECIALIZED AT \$109.99 PER DIEM, INTENSIVE AT \$112.00 PER DIEM; AND MOTHER/BABY AT \$122.35 PER DIEM.
 - FRIENDSHIP HOUSE, SCRANTON, PA, FOR CLOUD HOME RESIDENTIAL PLACEMENT SERVICES AT A PER DIEM RATE OF \$199.43.
 - ALL BRITE CLEANING SERVICES, INC., PINE GROVE, PA, FOR CLEANING SERVICES AT \$20.00 PER HOUR PER PERSON WITH A MINIMUM LABOR CHARGE OF \$80.00 PER WORK ASSIGNMENT.
- APPROVAL OF AN ADDENDUM TO THE AGREEMENT WITH SCHUYLKILL INTERMEDIATE UNIT #29 TO INCREASE THE CONTRACT CAP BY \$130,620.00 TO A TOTAL CAP OF \$439,320.00 FOR THE TERM JULY 1, 2021 TO JUNE 30, 2022.

MARY TIMPANY - COURT ADMINISTRATION 4.

APPROVAL TO RENEW SEVEN (7) LEASE AGREEMENTS WITH PITNEY BOWES FOR POSTAGE MACHINES IN EACH OF THE MAGISTERIAL DISTRICT JUDGES' OFFICES FOR 60 MONTHS AT A COST OF \$54.34 PER MONTH PER MACHINE. PAYMENTS ARE MADE QUARTERLY. THE CURRENT LEASE EXPIRES JANUARY 29, 2023. MOTION REQUESTED

DEANNA ORLOWSKY – OFFICER OF SENIOR SERVICES

- APPROVAL TO RETURN BLOCK GRANT FUNDS IN THE AMOUNT OF \$13,316.80 TO THE PENNA.
 DEPARTMENT OF AGING FOR THE CAREGIVER PROGRAM FOR FY 2021-2022.
- APPROVAL TO RETURN BLOCK GRANT FUNDS IN THE AMOUNT OF \$4,425.24 TO THE PENNA. DEPARTMENT OF AGING FOR PA MEDI (MEDICARE EDUCATION AND DECISION INSIGHT) REGIONAL FOR FY 2021-2022.
- APPROVAL TO RETURN BLOCK GRANT FUNDS IN THE AMOUNT OF \$100,962.36 TO THE PENNA. DEPARTMENT OF AGING FOR AMERICAN RESCUE PLAN FUNDS FOR FY 2021-2022. THESE FUNDS WILL BE REALLOCATED FOR THE AGENCY'S USE IN FY 2022-2023.
- APPROVAL TO REAPPOINTMENT MILDRED DRONITSKY, POTTSVILLE, AS A MEMBER OF THE OFFICE OF SENIOR SERVICES ADVISORY BOARD. HER NEW TERM WOULD BEGIN SEPTEMBER 1, 2022 TO AUGUST 31, 2025.

6. SCOTT KRATER - 911 COMMUNICATIONS

 APPROVAL TO UPDATE THE 24X7 - 365 SOFTWARE & SUPPORT AGREEMENT WITH INFOR EMERGENCY SYSTEMS OF TAMPA, FL, FOR SUPPORT MAINTENANCE AT A COST OF \$13,590.11.
 THE TERM IS JULY 28, 2022 TO DECEMBER 31, 2022. MOTION REQUESTED

MIKE STINE – DISTRICT ATTORNEY'S OFFICE

 APPROVAL OF THE APPLICATION FOR FUNDING OF PENNSYLVANIA COMMISSION ON CRIME AND DELINQUENCY (PCCD) RASA/VOJO GRANT #38587, WHICH FUNDS VICTIM SERVICE PERSONNEL THROUGH THE DISTRICT ATTORNEY'S OFFICE. THIS GRANT INVOLVES STATE MONIES THAT ARE ADMINISTERED THROUGH PCCD. THE DURATION OF THE GRANT IS FROM JANUARY 2023 THROUGH DECEMBER 2024. THE TOTAL AMOUNT OF THE GRANT IS \$274,064.00
 MOTION REQUESTED

8. LYNN BUCKLAR - DOMESTIC RELATIONS

APPROVAL FOR NINE EMPLOYEES TO ATTEND THE ANNUAL STATEWIDE DOMESTIC RELATIONS ASSOCIATION OF PENNSYLVANIA TRAINING CONFERENCE IN PITTSBURGH, PA, ALONG WITH RELATED TRAVEL EXPENSES THAT ARE CONSISTENT WITH THE COUNTY'S POLICY. THE CONFERENCE IS HELD SUNDAY, SEPTEMBER 18, 2022 AND CONCLUDES THURSDAY, SEPTEMBER 22, 2022. THE CONFERENCE ALLOWS STAFF TO INCORPORATE THE PROVISION OF UPDATES OF FEDERAL REGULATIONS, CASE LAW, AND STATUTES RELATING TO CHILD SUPPORT MATTERS, ACQUIRE KNOWLEDGE ON UPCOMING MANDATES, INTERGOVERNMENTAL MODIFICATIONS, CYBER SECURITY, UNUSUAL SUPPORT GUIDELINE SCENARIOS AND TAX CREDITS, PATERNITY DISESTABLISHMENT, UNIFORM PARENTAGE ACT, MODERN FAMILIES, DEALING WITH CLIENTS WITH AUTISM, AND OTHER NEUROLOGICAL DIFFERENCES, ETC. THIS LINE ITEM IS REIMBURSED. MOTION REQUESTED

CHERYL FUSS – GRANT WRITERS

- APPROVAL OF A CONTRACT WITH SCHUYLKILL COMMUNITY ACTION FOR HUD CONSULTING SERVICES FOR BUTLER TOWNSHIP, BOROUGH OF MINERSVILLE, BOROUGH OF SCHUYLKILL HAVEN AND WAYNE TOWNSHIP FOR 2022, 2023 AND 2024. THE COST IS \$3,000.00 PER REHAB UNIT PLUS REIMBURSABLE EXPENSES. TECHNICAL ASSISTANCE WILL BE BILLED AT A RATE OF \$25 PER HOUR AS NEEDED. MOTION REQUESTED.
- APPROVAL OF A CONTRACT WITH PRODESIGN PLUS, L.L.C FOR PREPARATION OF CDBG APPLICATIONS FOR BUTLER TOWNSHIP, BOROUGH OF MINERSVILLE, AND THE BOROUGH OF SCHUYLKILL HAVEN FOR 2022, 2023 AND 2024. THE COST IS \$6,000 PER APPLICATION (TOTAL OF 9 APPLICATIONS) AND \$80 PER HOUR FOR TECHNICAL ASSISTANCE. MOTION REQUESTED.

KEVIN MAHALL – PUBLIC WORKS

 APPROVAL TO ADVERTISE FOR INVITATION TO BID FOR SNOW AND ICE REMOVAL FOR THE COUNTY OF SCHUYLKILL'S VARIOUS PARKING LOTS. BIDS ARE DUE IN THE CONTROLLER'S OFFICE BY 4:00 PM ON MONDAY, SEPTEMBER 26, 2022. BIDS WILL BE OPENED PUBLICLY AT 9:00 AM ON WEDNESDAY, SEPTEMBER 28, 2022 IN THE COMMISSIONERS' BOARD ROOM. MOTION REQUESTED

11. SOLICITOR'S OFFICE

 APPROVAL TO ENTER INTO AN ASSIGNMENT OF A LEASE WITH THE SCHUYLKILL COUNTY AIRPORT AUTHORITY PERTAINING TO A COAL LEASE ON A PARCEL WHICH WAS TRANSFERRED TO THE AIRPORT AUTHORITY ON DECEMBER 19, 2018. THE COUNTY HAS AGREED TO TERMINATE THE AUTHORITY'S OBLIGATION AND ASSIGNS THE COAL LEASE TO THE AUTHORITY AS DESCRIBED IN THE ASSIGNMENT OF LEASE. MOTION REQUESTED

12. PAUL BUBER - FINANCE OFFICE

APPROVAL OF THE FOLLOWING BUDGET ADJUSTMENT FOR YEAR 2022: MOTION REQUESTED

OFFICE / DEPARTMENT	A	MOUNT
HUMAN SERVICES BLOCK GRANTS	\$	150
PROTHONOTARY	\$	150
HUMAN RESOURCES	\$	324
DOMESTIC RELATIONS OFFICE	\$	2,576
CHILDREN AND YOUTH	\$	3,232

13. GARY BENDER – COUNTY ADMINISTRATOR

REQUEST THE BOARD OF COMMISSIONERS TO RATIFY THE DESIGNEE APPROVED
 CONTRACTS FOR THE MONTH OF AUGUST, 2022. MOTION REQUESTED

ON BEHALF OF PENN STATE AGRICULTURE CENTER

 APPROVAL OF AN AGREEMENT WITH SPRING GARDEN HERITAGE, LLC OF HARLEYSVILLE, PA, FOR THE LEASE OF THE AG CENTER ON THE GORDON NAGLE TRAIL. SEIDER'S HILL WAS SOLD AND SPRING GARDEN HERITAGE WILL HONOR THE TERMS AND CONDITIONS OF THAT LEASE. THE NEW CONTRACT IS EFFECTIVE JULY 6, 2022 AND EXPIRES AUGUST 31, 2026.
 MOTION REQUESTED

HUMAN RESOURCES OFFICE

PERSONNEL ACTIONS & INFORMATION

15. ADDITIONAL WRITTEN PUBLIC COMMENTS

IF NOT ATTENDING IN PERSON, PUBLIC COMMENTS MUST BE RECEIVED IN WRITING BY 3:00 PM THE DAY BEFORE THE MEETING.

ADJOURNMENT

SALARY BOARD WORK SESSION MEETING

SEPTEMBER 7, 2022

- REPORT OF EXECUTIVE SESSIONS
- 2. PUBLIC COMMENT PERTAINING TO AGENDA ITEMS ONLY
- 3. HUMAN RESOURCES OFFICE PERSONNEL ACTIONS
- 4. NEW BUSINESS
- ADJOURNMENT

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ALITY POSITION UNION / STATUS STEP STEP Trainee Trainee Two. Aging Care Manager 2 Two. Agriculture Program Coordinator Non Union/Non Exempt Agriculture Program Coordinator No Benefits Siville Assistant District Attorney PT Non Union/Non Exempt Ocity Nille Assistant District Attorney PT Non Union/Non Exempt AFSCME Arscome Nille Accounting Clerk AFSCME ACCOURT Related I Judicial Attendant Court Related I Judicial Attendant Court Related I AFSCME AFSCME AFSCME AFSCME AFSCME AFSCME AFSCME AFSCME AFSCME On Telecommunicator Trainee AFSCME AFSCME AFSCME AFSCME AFSCME AFSCME AFSCME On Aging Case Aide II AFSCME On Aging Case Aide II AFSCME AFS), princip				Pe	Personnel Action Report			ř.		
Ville Deputy Coroner/Investigator Non Union/Non Exempt Af 12 Twp. Agriculture Program Coordinator Non Union/Non Exempt 6 Twp. Agriculture Program Coordinator Non Union/Non Exempt 6 Twp. Agriculture Program Coordinator Non Union/Non Exempt 6 Isville Deputy Coroner/Investigator Non Union/Non Exempt 6 Ville Accounting Clerk Non Union/Non Exempt AFSCME AFSCME AFSCME AFSCME AFSCME AFSCME AFSCME AFSCME Outdicial Attendant Court Related I Audicial Attendant Court Related I Court Related I I Steled Appraiser AFSCME AFSCME Is I Steled Appraiser AFSCME AFSCME On Ading Case Aide II AFSCME ON A AIDE CASE AIDE ON A A		DEPARTMENT	ACTION	EMPLOYEE	MUNICIPALITY	POSITION	UNION / STATUS	PAY RANGE / STEP	SALARY/ HOURLY RATE	EFFECTIVE	EFFECTIVE COMMENT
Twp. Agriculture Program Coordinator Non Union/Non Exempt 6 Twp. Agriculture Program Coordinator Non Union/Non Exempt 6 Isville Deputy Coroner/Investigator Non Union/Non Exempt 6 Isville Assistant District Attorney PT Non Union/Non Exempt 7 Ville Clerk No Benefits AFSCME Accounting Clerk Interim AFSCME AFSCME Audicial Attendant Court Related I Judicial Attendant Court Related I Judicial Attendant Court Related I Judicial Attendant Court Related I Aleccommunicator Trainee AFSCME AFSCME On Telecommunicator Trainee AFSCME AGING Case Aide II AFSCME On AGING CASE AIGE ON AGING CASE	MOTION	Drug & Alcohol	Appointment	Hilary Cuttic	Frackville	Case Management Specialist Trainee	Non Union/Non Exempt	4 / 12	18.5858	09/12/22	
Twp. Agriculture Program Coordinator Non Union/Non Exempt 6 ville Deputy Coroner/Investigator No Benefits ville Assistant District Attorney PT Non Union/Non Exempt ville Clerk No Benefits ville Accounting Clerk AFSCME an Twp Accounting Clerk - Interim AFSCME ville Judicial Attendant Court Related I Audicial Attendant Court Related I Court Related I AFSCME ville Judicial Attendant Court Related I AFSCME on Telecommunicator Trainee AFSCME on Aging Case Aide II AFSCME on Aging Case Aide II AFSCME	MOTION	Office of Senior Services		Carol Fetteroif	Gordon	Aging Care Manager 2	AFSCME OSS		20.3585	08/29/22	From Clerk Typist II - Human Svs.
ville Deputy Coroner/Investigator Isville Assistant District Attorney PT ville Clerk an Twp Accounting Clerk - Interim Accounting Clerk - Interim ville Judicial Attendant ville Judicial Attendant ville Judicial Attendant rove Unpaid Intern on Telecommunicator Trainee on Telecommunicator Trainee on Aging Case Aide II	MOTION	Soil Conservation	Appointment	Chloe Mullins	Union Twp.	Agriculture Program Coordinator	Non Union/Non Exempt	ω	16.00	09/12/22	
ville Assistant District Attorney PT ville Clerk an Twp Accounting Clerk - Interim ville Judicial Attendant ville Judici	NEORMATIONAL									The state of the s	
ville Clerk Ville Accounting Clerk an Twp Accounting Clerk - Interim Accounting Clerk - Interim Ville Judicial Attendant Field Appraiser on Telecommunicator Trainee on Aging Case Aide II			Appointment	Diane Rhody	Pottsville	Deputy Coroner/Investigator	No Benefits			09/19/22	Per Diem
ville Accounting Clerk an Twp Accounting Clerk - Interim an Twp Accounting Clerk - Interim ville Judicial Attendant ville Judicial Attendant ville Judicial Attendant on Telecommunicator Trainee on Telecommunicator Trainee on Aging Case Aide II		District Attorney	Appointment	Joseph Bahgat	Albrightsville	Assistant District Attorney PT	Non Union/Non Exempt			09/12/22	
an Twp Accounting Clerk an Twp Accounting Clerk - Interim ville Judicial Attendant ville Judicial Attendant ville Judicial Attendant ville Judicial Attendant on Telecommunicator Trainee on Telecommunicator Trainee on Aging Case Aide II		Treasurer's Office	Resignation	Jaclyn Mogish	Frackville	Clerk	No Benefits			08/19/22	
an Twp Accounting Clerk - Interim ville Judicial Attendant ville Judicial Attendant ville Judicial Attendant rove Unpaid Intern on Telecommunicator Trainee on Telecommunicator Trainee on Aging Case Alde II		Controller's Office	Retirement	Sheri Ditzler	Pottsville	Accounting Clerk	AFSCME			09/23/22	
ville Judicial Attendant Judicial Attendant Judicial Attendant rove Judicial Attendant rove Unpaid Intern on Telecommunicator Trainee ian Twp. Field Appraiser on Aging Case Aide II		Controller's Office	Transfer	Dana Murray	Norwegian Twp	Accounting Clerk - Interim	AFSCME			09/12/22	From Clerk Typist II - Treasurer's Office
rove Unpaid Intern On Telecommunicator Trainee on Field Appraiser on Aging Case Alde II		Court Administration Court Administration	Resignation Appointment	Margaret Gownley Lori Connors	Frackville Pottsville	Judicial Attendant Judicial Attendant	Court Related I			09/12/22	Per Diem Per Diem
on Telecommunicator Trainee an Twp. Field Appraiser on Aging Case Aide II		Court Administration	Appointment	Jacqueline Sherry		Judicial Attendant	Court Related I			09/12/22	Per Diem
on Telecommunicator Trainee ian Twp. Field Appraiser on Aging Case Aide II		Adult Probation	Appointment	Ryan Culbert	Pine Grove	Unpaid Intern				08/29/22	to 12/9/22
ian Twp. Field Appraiser on Aging Case Aide II		911 / Communications	Resignation	Victoria Poole	Gordon	Telecommunicator Trainee	AFSCME			08/29/22	
on Aging Case Aide II		Tax Assessment	Resignation	Jane Doe	E. Norwegian Twp.	Field Appraiser	AFSCME			08/29/22	
* All appointments are pending drug test and physical. * All actions involving Salary or for positions being created are pending Salary Board Approval.		Office of Senior Services		Katherine Crist	Gordon	Aging Case Aide II	AFSCME OSS			09/08/22	
All actions frivolving salary or for positions being created are perfainly salary provides.	All appointments	are pending drug test and p	ohysical.	anding Salan, Boar	d Approval						
	All actions myon	ing carary or for positions of	dirig oreated are	Deliamy Calary	- Danie						

			Schuylkill County		Commissioners' Work Session - September 7, 2022	- September 7, 20	22			
				Per	Personnel Action Report	The state of the s				- Comment
SALARY BOARD	0					And the state of t				(1,0)
MOTION	Coroner's Office	Set Salary	Diane Rhody	Pottsville	Deputy Coroner/Investigator	No Benefits		Per Fee Schedule	09/19/22	Per Diem
MOTION	District Attorney	Set Salary	Joseph Bangat	Albrightsville	Assistant District Attorney PT	Non Union/Non Exempt	7A / 18	35,401.00	09/12/22	
NOTION	Controller's Office	Create Position			Accounting Clerk - Interim	AFSCME	9		09/12/22	For training purposes.
MOTION	Controller's Office	Set Salary	Dana Murray	Norwegian Twp	Accounting Clerk - Interim	AFSCME	9	17.5736	09/12/22	Per Union Contract.
MOTION	Court Administration	Set Salary	Lori Connors	Pottsville	Judicial Attendant	Court Related I		11.5395	09/12/22	Per Diem
MOTION	Court Administration	Set Salary	Jacqueline Sherry	Pottsville	Judicial Attendant	Court Related I		11.5395	09/12/22	Per Diem
MOTION	Drug & Alcohol	Set Salary	Hilary Cuttic	Frackville	Case Management Specialist Trainee	Non Union/Non Exempt	4/12	18.5858	09/12/22	
MOTION	Office of Senior Services	Set Salary	Carol Fetterolf	Gordon	Aging Care Manager 2	AFSCME OSS		20.3585	08/29/22	Per Union Contract.
MOTION	Soil Conservation	Set Salary	Chloe Mullins		Agriculture Program Coordinator	Non Union/Non Exempt	9	16.00	09/12/22	